

education partner on both a regional and national level as evidenced by the numerous training Memoranda of Understanding that are established and maintained with a myriad of other health care facilities.

The most impressive feature of Naval Medical Center Portsmouth is the caring environment provided by an outstanding team of military and civilian medical professionals. This fantastic staff accounts for the seamless transition into the Charette Health Care Center, in just five months, when the industry standard to relocate a hospital of this magnitude is typically longer than twelve months. The staff at Naval Medical Center Portsmouth continue to find innovative ways to make quality patient care accessible and have developed numerous patient-friendly amenities in the Charette Health Care Center. The opening of the Charette Health Care Center provides this dedicated team of medical professionals with the tools required to set a new and superior standard for healthcare delivery to the over 400,000 military beneficiaries in the Hampton Roads Area.

TRIBUTE TO BRUCE HARRIS

HON. MARION BERRY

OF ARKANSAS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 22, 1999

Mr. BERRY. Mr. Speaker, I rise today on a bittersweet note. One of the most valuable people on my staff will leave soon to pursue further professional goals and ideals. During my time as a Member of Congress, I have had the great pleasure of working with an extremely dedicated Chief of Staff, Bruce Harris. Bruce has been extremely loyal to me personally, and I am most grateful for that. More importantly, he has been loyal and devoted to the people of the First Congressional District of Arkansas.

Bruce will soon leave the office of the 1st Congressional District to go back to his home state of Arkansas and will be leaving huge shoes to fill. But he also leaves behind an outstanding record of achievement for the people of the 1st Congressional District of Arkansas, who have come to know, respect, and love him for his administrative talents, legislative skill, and his warm and caring personality.

Bruce is a native Arkansan. He has served the people of Arkansas first, as an aide to then-Representative Blanche Lincoln and then as chief of staff since 1997 when I came to office. He is remembered fairly and fondly by the many people with whom he has worked.

Bruce Harris is the kind of person who commands not only the respect and admiration of the staff, but also earns their fondness and loyalty as well. In short, he is a leader.

His personal style and professionalism will be missed, yet I know he will serve well in his new endeavor. It has been my extreme pleasure to have watched him develop and grow in running my operation, and although we will miss him, it is with great pride and admiration that I watch him take on this new and deserved challenge.

Mr. Speaker, my wife Carolyn and I, along with the entire 1st District staff, wish Bruce the very best in the future, and though we are said to lose such talent, we know we have in him the very best kind of friend, for life.

INTRODUCTION OF THE PROTECTION FOR TEMPORARIES IN THE WORKPLACE LEGISLATIVE PACKAGE

HON. LANE EVANS

OF ILLINOIS

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 22, 1999

Mr. EVANS. Mr. Speaker, I am proud to introduce "Protection for Temporaries in the Workplace," legislation designed to address the lack of equity and economic security so prevalent among today's temporary workforce.

Our strong economy has yielded more jobs for Americans than at any other time in recent history. Indeed, joblessness is now far below what many economists thought could be sustained in a modern economy. Yet, the changes in the labor market over the past generation has raised concerns with job security, workplace protection and employee benefits. Once secure, a growing sector of today's workforce no longer has the luxury of working for the same employer until retirement.

Today, many full-time permanent jobs are being replaced by temporary positions as "flexibility" becomes a driving force sustaining our economic expansion. According to the National Association of Temporary Staffing Services, over 10 percent of today's workforce is temporary. These temporary jobs rarely offer adequate health or pension benefits. Additionally, many employees are misclassified as "temporary" when they are in fact, full-time employees. Many employment law protections are antiquated and often leave temporary workers no recourse against abusive employer practices. This is not only bad for the employees, but also bad for employers who do the "right thing" by taking responsibility for their workers by putting them at a competitive disadvantage with companies who skirt the law.

The temporary work industry is flourishing in large part because employers are turning to these work arrangements to cut costs and raise revenues because they can exclude employees from benefit plans and deny them protection under labor laws. This is creating a new working underclass and lowering our national living standard.

Although temporary work provides flexibility and independence for some Americans, others resort to "temping" only because they have not been able to secure permanent, full-time jobs. According to a report by Dr. Helene Jorgensen of the 2030 Center, temporary employees lack many of the benefits and protections that are standard with permanent employment. According to the report, only 5 percent of temporary workers age 25-34 have health insurance through their employer, whereas 50.5 percent of the general population is covered. In addition, these temporary employees earn on average 16.5 percent less than they would have earned working in a regular job.

More alarming are the instances in which companies regularly hire "temporary" employees for extended periods and continually exclude them from any benefit plans that they offer their "permanent" employees. In many cases, temporaries are performing the same work alongside a "permanent" employee, yet are taking home lower pay and have no access to health, vacation, or pension benefits. Employers regularly use this practice of hiring

"Permatemps" to keep the costs of their benefit plans at a minimum.

My legislative package will remedy these situations, and prohibit employers from evading their legal and moral responsibilities to their employees, without placing a mandate on America's businesses. Businesses are not required to provide benefits for temporary employees, but are prohibited from using underhanded tactics to exclude full-time employees who would be otherwise eligible to participate in a benefit plan.

The ERISA Clarification Act, amends the Employee Retirement Income Security Act of 1974 (ERISA) to prevent employers from misdesignating employees as "temporary", who are otherwise eligible for health, pension and other employee benefits.

Specifically, the bill defines "Year of Service" in ERISA to include all service for the employer as an employee under the common law, regardless of how or where the worker is paid—through an employment agency, payroll agency, temporary help agency or staffing firm.

The Equity for Temporary Workers Act, provides additional protection in the workplace for temporary employees by prohibiting discrimination in benefit plans that are not governed by ERISA, requiring temporary employees to receive equal pay for equal work and amending OSHA to ensure that employers are responsible for the health and safety of all employees at the worksite—not just those who are "permanent."

TRIBUTE TO GORDON BYNUM

HON. MARSHALL "MARK" SANFORD

OF SOUTH CAROLINA

IN THE HOUSE OF REPRESENTATIVES

Tuesday, June 22, 1999

Mr. SANFORD. Mr. Speaker, I rise tonight to pay tribute to, and say good-bye to, a dear friend. Gordon you will be missed, but not forgotten. Gordon Bynum was the living definition of the word, "friend." This spring, on what turned out to be his last trip down to Coosaw, he called my wife, Jenny, ahead of time to say he wanted to come early to get things ready for the party. He was there and helped. This was part of a well worn pattern in the way he lived his life. Getting there early, staying later—going the extra mile—was what he thought normal. If I had ever found myself in real trouble with the option of only one call, it would have been to Gordon.

In his 44 years he did not spectate on life, he lived it. When Atlanta was still sleeping, I remember leaving town in the early morning hours to go on one of his crazy mountain canoe trips. Exotic locations, atlases, wilderness maps were part of Gordon's world; Jenny and I still have at the house National Geographic books he had sent after our wedding. In fact, his birthday card to me, this year, one I received two days after his death, had penned at the bottom, "Adventure soon?"

Finally, he lived a life that towers as an example to each of my four boys. At dinner on Tuesday upon hearing the story of Gordon's death, a friend asked, "Was he a Christian?" I said, "Absolutely." Whereupon he asked, "How do you know?" I said, "Because Matthew 5:16 says let your light so shine before men that they may see your good works and